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ABSTRACT

First-year activities of Women in Technical Education, a project to develop a model for women in that field, were evaluated. A formative evaluation showed that intense development and implementation activity enabled achievement of first-year goals and objectives during the 1990-91 year. Procedures to accomplish objectives were effective. Recruitment of female students significantly increased, and retention of all women in technical education was up slightly. Although money was unavailable to contract with private consultants, the project leveraged community service and state resources successfully to expand program capability. Program impact was felt in the following areas: female student interaction with the Women's Resource Center; on-campus networking between faculty and project staff; department participation with the center; and volunteer participation. Indicators of institutional effectiveness and performance measures to evaluate effectiveness were being established. (Following the brief report is a longer appendix that details progress of objective achievement. A summary chart indicates first-year objectives, due date, and activities accomplished. More specific details of the activities are then provided in outline form.) (YLB)

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# WOMEN IN TECHNICAL EDUCATION
## The Texas State Technical College at Waco

### Annual Report
### 1990-91

Evaluation is viewed as an essential component in the development and implementation of *Women in Technical Education* at The Texas State Technical College at Waco. Funded by Carl Perkins discretionary money, first year program development and implementation included development of a formative evaluation process and program improvement. In addition, the formative evaluation will contribute to the summative design for final evaluation at the conclusion of this three-year model program for women in technical education.

It should be noted that the first-year proposal indicated that the summative design would be developed through assessment of:

* progress of objective achievement with stated timelines;
* effectiveness of procedures to accomplish the objectives;
* contribution of consultants(s);
* impact upon students;
* impact upon faculty and staff; and
* impacts of the project upon institutional effectiveness

Further, the proposal indicated that each area would be evaluated annually and integrated into a written report for project reporting, as well as used in planning for subsequent year activities. Development of the model for women in technical education has progressed beyond expectation through first year activity. This report is designed to present evaluation of first year activity in the areas identified in the following sections. This information will be included into the overall evaluation design currently in development by campus Institutional Research.

**Progress of Objective Achievements with Stated Timelines**

Extensive formative evaluation that is both quantitative and qualitative in nature has been conducted during the first project year for the stated goals and objectives. Clearly, intense development and implementation activity enabled achievement of first-year goals and objectives during the 1990-91 year. Some of the activities, however, are ongoing through the life of the program, and cannot be measured as final outcomes. Rather progress to date is noted with intent for continuation. As a result of first-year activities, college leadership and project staff realize that the potential to assist significant numbers of economically and educationally disadvantaged women move from dependency to self-sufficiency through technical education for non-traditional careers is even greater than anticipated. Progress of objective achievement is included in this report as Appendix A.

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**Effectiveness of Procedures to Accomplish Objectives**

Project Director, Frances Worthey, and campus administration are certain that the procedures of this program are effective in the accomplishment of objectives. Ms. Worthey indicates that procedures have moved smoothly throughout the first year development, although in the coming year priorities will be established with a structured calendar of support groups, seminars, and workshops.

Clearly, the fact that this project is, indeed, ready to initiate second year objectives of both program outcome objectives--development of a comprehensive program for the recruitment of women into technical education and to research, design and implement a multi-purpose support program to meet the need of women in technical education--is indicative of procedure effectiveness. Creation of second and third year objectives as components in initial program design are often viewed as wishful thinking, and never keep pace with the designated timeline. This project, however, has successfully met established timelines of first year objectives with effective outcomes for female students on the campus.

Recruitment of female students has significantly increased with new populations of women targeted for specific recruiting. Retention of all women in technical education is up slightly from previous years. However, retention of women recruited by this program cannot be accurately measured until registration occurs during the fall quarter. Currently data collection is taking place to determine grade achievement of these women in relation to participation in the program. Data collected informally through individual and group discussion indicates that personal and family development has improved. Numbers of female students who request transportation assistance have increased, as have numbers of women interacting with social service providers.

**Contribution of Consultants(s)**

Money has been unavailable through the grant or the college to contract with private consultants. However,*Women in Technical Education* has, throughout the first year, successfully leveraged community service and state resources in a variety of ways to expand the capability of the program. Contacts have been made with other Women's Centers to help provide content and form. The Department of Human Services has been particularly helpful through service to students and to project personnel. They have assisted in identifying the needs of women, as well as identifying available resources to meet those needs. McLennan Community College staff have shared knowledge and experience with the project director and campus staff. Advisory committee members have been extremely helpful through direct support, advice, and shared expertise. Finally campus personnel have acted as consultants on a number of occasions to provide expertise in areas beyond their professional responsibility.

**Impact Upon Students, Faculty, and Staff**

Impact of the program are found in (1) the number of females who have interacted with the Women's Resource Center on the Waco campus--463 students and wives of TSTC students, potential students themselves; (2) on-campus networking achieved during the first year between faculty and project staff that have created stronger linkages, as well as a new awakening to the needs and concerns of *Women in Technical Education*; (3) the many campus departments that have participated, one way or another

with the Women's Resource Center including, but not limited to Student Life, Financial Aid, Admissions, the IDEAS Center, Marketing and Communications, and Printing Production who have worked diligently together to "make things happen for women;" and (4) the number volunteers who were a significant part of first year activities for the recruitment and retention of women at The Texas State Technical College at Waco.

Other impacts of the project are found in a sound programmatic base. Workshops, seminars, support groups, and the first annual Women's Fair, created for women students the knowledge, understanding, and awareness of support that is available to help shape their lives, while also creating hope that gaining a degree from TSTC is possible, and will allow entry into non-traditional careers. Within this effort, campus orientation served 887 women and husbands of prospective female students. Moreover, recruiting efforts have been extremely active during year one. *Women in Technical Education* had contact with 4,502 women in off-campus workshops and seminars for high school teen parents, home economic classes, and social service agencies. Awareness of special support services for women seems to have enhanced recruiting, while positive outcomes have been noted as a result of "word of mouth."

**Impacts of the Project Upon Institutional Effectiveness**

The Texas State Technical College at Waco is currently in the process of establishing indicators of institutional effectiveness and performance measures to evaluate effectiveness. The indicators are:

*Student Educational Satisfaction
*Student Career Development
*Student Personal Development
*Staff Employment Satisfaction
*Professional Development and Quality of Staff
*System Openness and Technology Leadership
*Ability to Acquire Resources
*Organizational Quality

While performance measures are in the identification phase, The Texas State Technical College at Waco firmly believes that *Women in Technical Education* has had significant impact on its institutional effectiveness during the 1990-91 year. We are aware of student educational satisfaction and personal development achieved through the supportive efforts of the program. Reports indicate a significant number of women at average or above average grades which enhance their student career development. By their participation and comments, staff reflect satisfaction with a networking environment in support of women new to the field of technical education. Campus staff interaction, as well as faculty utilization of project staff for information and awareness of women in technical education for themselves, and male students, reflect organizational quality that respects and values students as individuals rather than from the perspective of gender differences.

# APPENDIX A

# OUTCOMES AND ACTIVITIES
# FIRST YEAR OBJECTIVES

**Texas State Technical Institute-Waco**

# WOMEN IN TECHNICAL EDUCATION
# OUTCOMES AND ACTIVITIES
# FOR FIRST YEAR OBJECTIVES
# PROGRAM YEAR 1990 - 1991

| GOALS | DUE DATE | ACTIVITIES ACCOMPLISHED |
|---|---|---|
| Recruitment Outcome Objective | | 1. New Target Groups |
| By 6-93, to develop a comprehensive program for the recruitment of women into technical education. | 7/90<br>6/93 | a. Department of Human Services (JOBS, Wings Program)<br>b. Central Texas Women's Alliance<br>c. Temple ISD (Teenage Pregnancy Program)<br>d. National Missionary Baptist Convention Women's Department<br>e. Hispanic Women's Alliance<br>f. TSTI-Waco Student Wives<br>g. Central Texas High School Home Economics<br>h. Elementary and Jr. High Students |
| | 7/90<br>12/90 | 2. Strategies<br>a. Small group orientations<br>b. Media<br>c. Brochures for community, social service agencies<br>d. Participation in community service organizations<br>e. Participation in women's fairs and programs relating to women's issues<br>f. Develop mentoring network and training |

| GOALS | DUE DATE | ACTIVITIES ACCOMPLISHED |
|---|---|---|
| 1. To develop an advisory task force. | 7/90 | 1.1.1 List Advisory Members<br>(See Attached Listing) |
| 2. To establish linkages and alliances among educational institutions, government and social agencies, and the business community. | 8/90<br>6/91 | 2.1.1 Establish Referral Network<br>a. Department of Human Services (JOBS, WING, AFDC Recipients)<br>b. JTPA<br>c. Waco McLennan County Information & Referral Services |
| 3. To sensitize college recruiters related to the recruitment of women. | 9/90<br>12/90<br><br><br><br>10/90<br>7/91 | 3.1.1 a. TSTI-Waco Marketing & Communications to develop brochures.<br>b. TSTI-Waco Admissions to develop packet for recruitment (group and individual packets).<br>c. Designated recruiter of women from Admissions to deal specifically with the recruitment of women.<br>d. Increase female recruiters as role models.<br>e. Look at opposition of bringing female students as role model.<br>f. Overall goal to have recruiters visiting with social service agencies and educators daily. |

| GOALS | DUE DATE | ACTIVITIES ACCOMPLISHED |
|---|---|---|
| 4. To target specific groups of female students for recruiting. | 11/90<br>6/91 | a. Admissions has scheduled high school/junior high recruitment trips throughout Texas. Emphasis is being placed on "Women in Technical Education".<br>b. Orientation classes were held in McLennan County for DHS clients.<br>c. Visits from various high schools with particular concentration on women's activities and counseling with wives of students.<br>d. Participating in women's fairs geared toward career attainment.<br>e. Provided tours for women's groups and high schools.<br>f. Counseling with wives of students. |
| 5. To develop career awareness activities related to technical education for female students at the elementary and junior high levels. | 10/90<br>5/91<br><br>10/90<br>5/91 | a. Networking with local ISD'S in conjunction with Region 12 Service Center to set up Career Awareness Activities<br>b. Establish linkage.<br>c. Emphasis on tour/program of specific target programs at TSTI-Waco. |
| 6. To develop recruiting publications. | 9/90 | a. Meeting with TSTI-Waco Marketing & Communications and Admissions.<br>b. Ads and feature stories in campus newspapers. |

| GOALS | DUE DATE | ACTIVITIES ACCOMPLISHED |
|---|---|---|
| RETENTION | | |
| Outcome Objective | | |
| By 6-93 to research, design, and implement a multi-purpose support program to meet need of women in technical education. | 7/90<br>6/93 | |
| 15. To identify and select project staff. | 7/90 | a. Director<br>b. Remaining staff depends on fund availability<br>c. Utilizing volunteer service of campus personnel (secretary, recruiters, counselors, etc.). |
| 16. To conduct staff development for project staff, student services personnel, and faculty. | 8/90 | a. Awareness training.<br>b. On-hands experience. |
| 17. To develop and implement a multipurpose support center for TSTI-Waco female students. | 9/90 | Proposed Facility<br>a. Activity area (meetings, workshops, seminars, support groups, tutoring skill building)<br>b. Resource area (books, materials relating to women and women's issues, family growth and developing)<br>c. Personal and educational counseling area<br>d. Lounge area<br>e. Play area (short-term child care)<br>f. Conference area |

| GOALS | DUE DATE | ACTIVITIES ACCOMPLISHED |
|---|---|---|
| 18. To sensitize faculty and staff for interaction with women students. | 11/90<br>6/91 | a. Only through individual conferences and counseling.<br>b. Working with Instructional Development and Instructional Support Services to develop campus-wide training sessions for faculty and staff. |
| 19. To develop educational support assistance. | 10/90<br>6/91 | a. Workshops<br>b. Orientation classes<br>c. Education & personal counseling<br>d. Financial aid<br>e. Gather tutoring resources<br>f. Provide space for study hall<br>g. Referral information for child care<br>h. Job placement social service agencies |
| 20. To research and implement a referral directory. | 7/90<br>6/91 | a. Waco McLennan County Directory (Information & Referral)<br>b. State agencies (Human Resources, JTPA) |
| 21. To research, study, and make recommendations for child care, health care, and elderly care. | 9/90<br>6/91 | a. Questionnaire<br>b. Committee reports |
| 22. To develop publications to promote awareness of women's activities. | 10/90<br>6/91 | a. Fliers<br>b. Letters<br>c. Newsletters |

## RECRUITMENT - OUTCOME OBJECTIVES

1. A. **DEPARTMENT OF HUMAN SERVICES (JOBS, WINGS PROGRAM)**

Recruitment orientation classes for three groups of DHS clients (75 single parents).

Meetings with DHS regional supervisor for 13 counties to discuss recruitment strategies.

Designed and implemented mentoring program for McLennan County DHS clients with a target group of 378 single parents who qualify for Job Reform Act.

Three orientation classes for females enrolled in the TSTI-Waco high school program's efforts to qualify for DHS Services (30 students).

Provided information and counseling for DHS clients in Waco, Hearne, and Bryan.

Presentation and host for DHS Interagency Planning Committee (50 people).

B. **CENTRAL TEXAS WOMEN'S ALLIANCE**

Develop linkage with alliance and TSTI-Waco.

Inform alliance of services for women in particular.

Recruitment for mentors.

Gain and support assistance from alliance to address the image of technical education in the community and state.

Develop support in an effort to gain more recruits for TSTI-Waco.

Seven networking meetings with the alliance (approximately 217 women).

The alliance has co-sponsored community activities with the WRC. (See attachments.)

C. **TEENAGE PREGNANCY PROGRAMS**

Temple I.S.D. Project Able (Teenage Pregnancy Program). Presentation to approximately 25 teen parents resulted in 12 reply request sheets and plans of a campus tour.

Temple I.S.D. Project Able tour of campus with 21 students--three enrolling for summer quarter.

Marble Falls High School Teen Parent Program (2 students--1 definitely coming to TSTI-Waco).

Burnet High School Teen Parent Program--25.

Travis High School Teen Parent presentation to 20 teen parents with approximately seven reply request sheets.

Waco High School PEP program scheduled to tour TSTI-Waco, April, 1991.

T.E.A. Conference Exhibit Booth--Focus on school age parents. Talked to 200 high school counselors about WRC. Obtained request from 30 counselors for the WRC newsletter for presentations and for more detailed information about our center pamphlets.

Obtained a list of 20 pilot teen parent programs serving T.E.A. Conference that have over 1,800 teen parents enrolled. Trying to secure a complete list of these programs from T.E.A.

**D. NATIONAL MISSIONARY BAPTIST CONVENTION WOMEN'S DEPARTMENT**

Information and recruitment presentation to over 1,100 women. Plans are being developed to award an annual scholarship for a female student to attend TSTI-Waco through the WRC.

Material and information distributed to 23 states with particular emphasis on recruiting women for TSTI-Waco.

**E. HISPANIC WOMEN'S ALLIANCE**

Booth set up for Hispanic Women's Alliance State Convention--300 women in attendance.

**F. ELEMENTARY AND JUNIOR HIGH STUDENTS**

Booths set up for Spring Quarter Sneak Preview (April 5 & 6, 1991).

Meetings with the WISD Vocational Education Coordinator elementary and junior high principals to set up campus tours of TSTI-Waco for Fall 1991 and Spring 1992. The objective of these tours is to improve the image of technical education in the age groups and hopefully to start these students thinking of technical education early in life.

1.1.1 **List Advisory Members**

Advisory Committee met January 10, 1991 and March 5, 1991. Next scheduled meeting is set for May 1, 1991.

2. A. **SMALL GROUP ORIENTATIONS**

DHS

TSTI-Waco Women's Club

Eastside Rotary

Orientation classes (TSTI - new students)

B. **MEDIA**

KWTX Channel 10 - TSTI 25th Anniversary

PBS - three program broadcastings directly related to the WRC program

Campus publications
Tech Times (3 articles)
Tech Talk
The Continuum

Radio advertisement - during National Women's History Month

C. **BROCHURES FOR COMMUNITY, SOCIAL SERVICE AGENCIES**

A flier depicting WRC offerings was developed and approximately 5,000 have been printed and distributed since September, 1990.

Meetings have been held with Marketing and Communications concerning brochures and plans are in progress.

D. **PARTICIPATION IN COMMUNITY SERVICE ORGANIZATIONS**

Linkages have been developed with the following agencies and continuous networking in support of the WRC.

HOT Council on Alcoholism and Drug Abuse
Mental Health Association
YWCA
Hillcrest Women's Network
American Heart Association
LINKS
Central Texas Women's Network
TSTI Women's Club
Planned Parenthood
Adult and Community Education
Consumer Credit Counseling
American Cancer Society
Brazos Women's Support Group
DePaul Center
Willowbrook Resource Center
McLennan County Health Department
EOAC
HOT Legal Services
Small Business Development Center
Tejas Council on Camp Fire

Bluebonnet Girl Scouts Council
Altrusa
Family Abuse
Veterans Hospital Nurse Recruiting
Beauti Control
Mary Kay Cosmetics
American Association of University Women
Center for Action Against Sexual Assault
County Extension Service
McLennan County Medical Society
MCC Special Services
Department of Human Services
Motivation, Education, and Training
Hispanic Women's Network
Friends for Life
Waco Police Department
HOTCOG - JTPA
Caritas
Texas Rehabilitation
Salvation Army
Family Practice Clinic
City of Waco

**E. PARTICIPATION IN WOMEN'S FAIRS AND PROGRAMS RELATING TO WOMEN'S ISSUES**

Central Texas Women's Alliance Women's Fair

Hispanic Women's Network State Convention

Texas Education Agency Exhibit Booth--"Focus on School Age Parents"

Robinson High School Career Day

The WRC sponsored a Women's Fair, March 1991, with 42 booths and over 400 spectators.

National Women's History Month Luncheon sponsored by WRC, approximately 250--community, students, and staff in attendance.

"Mothers and Daughters" - Pam Bailey, Presenter.

"My Daughter, The Governor" - sponsored in conjunction with MCC Special Services
Chisholm Trail Chorus (All Women's Group).

**F. DEVELOP MENTORING NETWORK AND TRAINING**

The WRC in conjunction with the Texas Department of Human Services and Central Texas Women's Alliance to develop a mentoring network for our students and new recruits.

Mentor Training Session--February 2, 1991, 19 trainees attending

Frances Worthey and Dr. Arleen White received additional training in Austin, February 1991, to become certified mentor trainees.

To date ten mentors and mentees have been identified. A social mixer reception has been planned by the WRC for April 21, 1991.

A second mentor training session is planned for May 18. Possible mentors are now being recruited.

A mentoring council has been organized consisting of 7 persons, three from TSTI-Waco.

**2.1.1A. DEPARTMENT OF HUMAN SERVICES (JOBS, WING, AFDC RECIPIENTS)**

The agencies and organizations listed in this directory have been our main referral resources. Much has been done to establish a common linkage for TSTI-Waco and these agencies. The one on one assistance has done much to help our student and gives us an added plus for retention efforts. (The efforts of DHS has helped to increase our female population and the future gives hint of constant growth and development.) Approximately 41 are currently enrolled in JOBS Program.

**B. JTPA**

The JTPA offices across the state have made significant strides in ensuring the well-being of our students.

**C. WACO MCLENNAN COUNTY INFORMATION AND REFERRAL SERVICES**

Agencies such as Caritas and EOAC have helped a record number of our WRC referrals. This assistance has been provided through utility payments, rent, medicine, tools and supplies, and food.

**3.1.1A. TSTI-WACO MARKETING AND COMMUNICATIONS TO DEVELOP BROCHURES**

Three meetings were held to discuss design and content.

Bids are now being accepted.

**B. TSTI-WACO ADMISSIONS TO DEVELOP PACKET FOR RECRUITMENT (GROUP AND INDIVIDUAL PACKETS)**

Packet was developed and distributed, however it was upgraded with a design to promote TSTI and the WRC.

**C. DESIGNATED RECRUITER OF WOMEN FROM ADMISSIONS TO DEAL SPECIFICALLY WITH THE RECRUITMENT OF WOMEN**

Identified Recruiters - Frances Worthey and Kathy Rogers. Sandra Corbett has also helped with recruitment.

**D. INCREASE FEMALE RECRUITERS AS ROLE MODELS**

Utilize the talents and experience of TSTI-Waco female graduates for recruitment. Presently, two former students are participating in this effort. They are Kim Burlington (DDT) and Sherri Ellington (CAA).

**E. LOOK AT OPPOSITION OF BRINGING FEMALE STUDENTS AS ROLE MODELS**

To develop a recruitment team of female students, former students, and employees for recruiting in school, communities, and social service agencies. This team will study and research plans for enhanced growth and development of our female population. A recruitment training program will be established that will be in conjuntion with Admissions.

**F. OVERALL GOAL TO HAVE RECRUITERS VISITING WITH SOCIAL SERVICE AGENCIES AND EDUCATORS DAILY**

4. A. **ADMISSIONS HAS SCHEDULED HIGH SCHOOL/JUNIOR HIGH RECRUITMENT TRIPS THROUGHOUT TEXAS. EMPHASIS IS BEING PLACED ON "WOMEN IN TECHNICAL EDUCATION".**

See target groups and outcomes.

B. **ORIENTATION CLASSES WERE HELD IN MCLENNAN COUNTY FOR DHS CLIENTS**

Three classes of 25 women.

C. **VISITS FROM VARIOUS HIGH SCHOOLS WITH PARTICULAR CONCENTRATION ON WOMEN'S ACTIVITIES AND COUNSELING WITH WIVES OF STUDENTS**

See #1 for target groups.

D. **PARTICIPATING IN WOMEN'S FAIRS GEARED TOWARD CAREER ATTAINMENT**

E. **PROVIDED TOURS FOR WOMEN'S GROUPS AND HIGH SCHOOLS**

(See #1.)

Women's Fair
Advisory Committee
American Institute for Learning, Austin, TX
Southeast Community College System, Lincoln, NE
Central Texas Women's Alliance

F. **COUNSELING WITH WIVES OF STUDENTS**

Daily counseling activity which has provided a significant increase in student wives.

5. A. **NETWORKING WITH LOCAL ISD'S IN CONJUNCTION WITH REGION 12 SERVICE CENTER TO SET UP CAREER AWARENESS ACTIVITIES**

Meetings with Coordinator for Vocational Education to establish linkages, set up these activities, and plan tours of specific target programs. These activities are targeted to begin in Fall 1991. Emphasis on K-12 grades.

B. **ESTABLISH LINKAGE**

Recruitment efforts that helped to establish and strengthen linkages in WISD.

Presentations - Wiley Jr. High School (105)

Presentations - Phi Delta Kappa Sorority (Educational sorority teachers mainly from WISD, approximately 150)

Presentations - Baylor League of Women

Presentations - Texas Instruments, Industrial Career Day, Dallas, TX

Presentations - Chisholm Trail Chorus (All Women's Group) - In conjunction with YWCA, MCC Special Services

C. **EMPHASIS ON TOUR/PROGRAM OF SPECIFIC TARGET PROGRAMS AT TSTI-WACO**

Waco High School - Teen Pregnancy Program to tour two programs on April, 1991. Others to follow.

6. A. **MEETING WITH TSTI-WACO MARKETING AND COMMUNICATIONS AND ADMISSIONS**

Meetings with Marketing and Communications.

Weekly meetings with Admissions.

B. **ADS AND FEATURE STORIES IN CAMPUS NEWSPAPERS**

Tech Times - three feature stories

Teck Talk - one feature story

The Continuum - one feature story

**RETENTION**

**15. A. DIRECTOR**

Frances Worthey

**B. REMAINING STAFF DEPENDS ON FUND AVAILABILITY**

Identified staff--
Leotia Howard - Family and Child Care Program Coordinator
Kathy Rogers - Recruitment and Special Activities Coordinator
Two Student Workers
Virginia Hale (DDT)
Keller Hilton (CST)

**C. UTILIZING VOLUNTEER SERVICE OF CAMPUS PERSONNEL (SECRETARY, RECRUITERS, COUNSELORS, ETC.)**

Ramona Randolph, Staff Assistant, Student Life
Carol Long, Staff Assistant, Career Guidance Services
Sandra Corbett, Staff Assistant, Admissions
Hazel Haynes, Nurse, Student Life
Kathy Rogers, Admissions Advisor
Dr. Tom Liston, Director of Student Life
Donnell McLennan, Student Activities
Sandy Weaver, Senior Secretary, Dean of Student Services
Student workers from Student Activities Office (7)

16. A. **AWARENESS TRAINING**

Project Refocus Workshop--Austin, TX

Empowering Hispanic Women: Bridging the 90's

Counseling in technical and vocational education - "The Teamwork Approach"--TSTI-Waco Ideas Center

Women's Center Director's Conference--San Diego, CA

Welfare Reform--"Putting the Pieces Together, El Paso, TX

Graduates that meet the challenge--year 2000, Dallas, TX

Stress Management--Brazos Psychiatric, Waco, TX

Mentor Training--Waco, TX and Austin, TX

Texas Works Together--Austin, TX

"Mothers and Daughters" - A look at problems and solutions for better relationships--MCC, Waco, TX

B. **ON-HANDS EXPERIENCE**

Attachments 1 and 2 will give some indicators of our own experiences with students.

17. A. **ACTIVITY AREA (MEETINGS, WORKSHOPS, SEMINARS, SUPPORT GROUPS, TUTORING SKILL BUILDING)**

Areas to meet the above needs are designated in the proposed WRC blueprints, however, I have been utilizing the meeting rooms in the Student Center.

B. **RESOURCE AREA (BOOKS, MATERIALS RELATING TO WOMEN AND WOMEN'S ISSUES, FAMILY GROWTH AND DEVELOPING)**

Books, videos, posters, brochures, and other materials have been purchased and donated to the WRC. In addition, the Library is compiling a section of books and materials relating to women and women issues. A large supply of free materials have been ordered and received from the Texas Department of Health. Items are being stored in Student Center storage room. Others are being stored in the proposed facility.

C. **PERSONAL AND EDUCATIONAL COUNSELING AREA**

Presently using Frances Worthey's office, however, occasionally meeting rooms in the Student Center are used for this purpose. Three counseling areas have been designated for the proposed center.

D. **LOUNGE AREA**

Designated for proposed center.

E. **PLAY AREA (SHORT-TERM CHILD CARE)**

Designated for proposed center.

F. **CONFERENCE AREA**

Designated for proposed center--presently using Student Center.

G. **INCREASE FEMALE RECRUITERS AS ROLE MODELS**

Recruitment efforts include discussion and plans for developing a recruitment team comprised of students, former students, and TSTI employees. Training seminar will be designed and target areas identified. The team will research and study ways of increasing our female population for recruitment and retention efforts. These groups will target special population and areas for recruitment.

H. **OVERALL GOAL TO HAVE RECRUITERS VISITING WITH SOCIAL SERVICE AGENCIES AND EDUCATORS DAILY**

18. A. **STAFF DEVELOPMENT HAS BEEN DONE ONLY THROUGH INDIVIDUAL CONFERENCES AND COUNSELING**

Situation have warranted several individual and group conferences and counseling sessions. Peer acceptance of females in class is a problem for some. Insecurities and "finding ones place" seems to be a problem for other women. Instructors need to be sensitized to the particular needs of women--child care, sick children, heads of household, etc.

B. **WORKING WITH INSTRUCTIONAL DEVELOPMENT AND INSTRUCTIONAL SUPPORT SERVICES TO DEVELOP CAMPUS-WIDE TRAINING SESSIONS FOR FACULTY AND STAFF**

Plans to have campus-wide training sessions to sensitize faculty and staff to needs of women during the Summer Quarter 1991.

19. A. **WORKSHOPS**

Fall and Winter presentations to students.

Practical Parenting Education
Human Sexuality
AIDS and other sexually transmitted diseases
Sexual harassment
Rape prevention
Project Refocus/Job Reform

Life skills scheduled for Spring, Summer, Fall.

Communications skills
Stress management
Motivational skills
Handling depression
Say 'No' to drugs
Religion
Skills building
Money management
Time management
Building self-esteem
Handling anger
Dress for success
Self-defense

B. **ORIENTATION CLASSES**

Fall 1990.

Winter 1990.

Spring 1990.

(See Attachment.)

C. **EDUCATION AND PERSONAL COUNSELING**

Provided counseling and local referrals to meet the following needs of the women, families, single males, etc.

Family problems
Social services referral
Financial problems
Housing problems
Legal referrals
Medical
Respite care
Child care (counseling & referrals)
Academic
Harassment
Handicapped and disabled
Rape
Other

D. **FINANCIAL AID**

See attachment.

E. **GATHER TUTORING RESOURCES**

Referrals to Developmental Studies for assistance in Math.

Established a student tutoring bank with emphasis on Math.

Developed linkage for tutoring in specified program of study upon request.

**F. PROVIDE SPACE FOR STUDY HALL**

**G. REFERRAL INFORMATION CHILD CARE**

Numerous request and referrals have been made for child care which are reflected on Attachment.

**H. JOB PLACEMENT SOCIAL SERVICE AGENCIES**

See Attachment.

**I. SUPPORT GROUPS**

Women in Technical Education (non-traditional Roles) (31--bi-weekly)

Older, returning students, and displaced homemakers (19--monthly meetings).

Pregnant students (19--weekly meetings).

**J. STUDENT FAMILY ASSOCIATION ACTIVITIES (WEEKEND)**

Activities have been scheduled in conjunction with Office of Student Activities. The association has sponsored weekend activities and holiday centered activities as well as some weekday events.

20. A. **WACO MCLENNAN COUNTY DIRECTORY (INFORMATION AND REFERRAL)**

This directory includes 371 agencies and organizations of Waco-McLennan County.

WRC also has access to a number of support and self-help groups in Waco-McLennan County.

B. **STATE AGENCIES (HUMAN RESOURCES, JTPA)**

Linkages have been developed with the Department of Human Services with individual county, regional, and state supervisors and caseworkers.

Linkages have been developed with the JTPA offices across the state particularly Denton, Midland, El Paso, Lubbock, Belton, Bryan, Victoria, and the McLennan County office. These offices have been instrumental in lending their financial and counseling support to our students

21. A. **QUESTIONNAIRE**

See sample questionnaire.

See attachment for results from Fall Quarter.

B. **COMMITTEE REPORTS**

The WRC Advisory Committee is studying and accessing the needs for child care. In addition (See Attachment.), it shows a needs request for child care that was made during the Fall Quarter to Carl Perkins.

22. A. **FLIERS**

Fliers have been developed for most events with approximately 1,000 each being distributed to female students, families, and programs in general. In most instances, fliers were distributed to individual dormitory rooms and student housing (male and female). (See Attachments.)

B. **LETTERS**

Letters relating to various events were mailed to community, individuals, and students. (See Attachments.)

C. **NEWSLETTERS**

Utilized the Tech Times for publishing information relating to the WRC.

A newsletter for the WRC entitled "Woman to Woman" is scheduled for publication and distribution in Fall 1991.